

# MEETING REPORT

## REGION II STAFF STRATEGIC PLANNING ISSUE IDENTIFICATION MEETING

**Location:** Rabbit Creek Shooting Range, Anchorage

**Dates:** October 19, 2001

[Click here to COMMENT on this report](#)

### **OPENING REMARKS:**

Division Director Kelly Hepler opened the strategic planning session with an explanation of the strategic planning process and its importance to the future of the Division of Sport Fish (DSF). Regional Supervisor Bob Clark discussed the importance of this process in Region II.

### **THE PLANNING PROCESS:**

Mark Burch explained where we were in the strategic planning process and how both staff and the public will be involved in the future.

### **VALUES AND VISION:**

Kelly Hepler and Bob Clark discussed the values of the DSF as articulated by Division Leadership. They further explained how these values formed the foundation for the vision statement, which was distributed to staff.

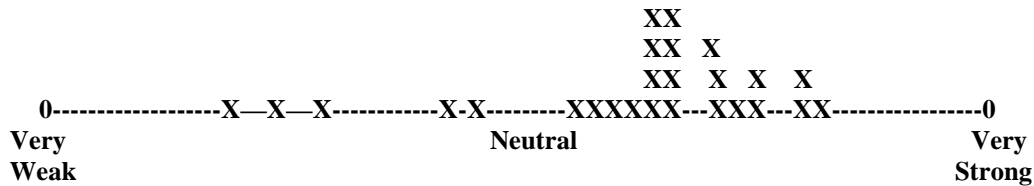
### **MEETING PRODUCTS AND APPROACH:**

Walt Gasson of Dynamic Solutions Group lead the group through a process where participants answered three questions related to how well the DSF is currently attaining its vision. The large group was broken into four smaller groups for this part of the meeting. Later the whole group reconvened to compare notes, compile and further define the issues.

### **QUESTIONS**

- ❖ *Question 1:* In our efforts to meet our vision for the DSF, how are we doing?
- ❖ *Question 2:* What are the issues/factors that are working for us?
- ❖ *Question 3:* What are the issues/factors that are working against us?

Individuals answered question 1 within their small group. The results of that effort are combined for the entire group below:



### **Cumulative summary of sustaining and restraining factors:**

Region II staff brainstormed both sustaining and restraining factors. These factors were grouped and prioritized. Major issues are summarized in order of priority.

#### **Question 2, Sustaining Factors:**

1. Alaska still has pristine habitat, abundant resources, healthy fisheries, and relatively few people.
2. DSF has a dedicated, knowledgeable, experienced, and motivated staff.
3. Alaska's reputation as a first class sport fishing destination
  - a. The public is interested, involved, and concerned.
  - b. The public cares deeply.
  - c. The public is encouraged to be involved in fisheries management in Alaska.
4. Management is based on sound science and good professional support results in credibility and accountability for the DSF.
5. Sport fishing is economically important to Alaska.
6. State constitution dictates a "sustainable yield" approach to management.
7. Area-based management ensures that DSF staff members are intimately knowledgeable about resources and stakeholders. This is an effective structure.
8. There is an established I & E program.
9. Diverse, quality fishing opportunities are available to the stakeholders.
10. DSF leaders are dedicated to the planning process, and they are open to involvement from all staff.
11. There is an open regulatory process.
12. Technology and the Internet are important resources for managing fisheries effectively in Alaska.
13. DSF has an adaptive budgetary/ project prioritization system.

#### **Question 3, Restraining Factors:**

1. DSF is not as effective as it could be in communicating with the public, the media, other agencies, or internally.
  - a. Public education is lacking.
2. Funding for the DSF is insufficient.
3. Public facilities won't handle public demand – there is a lack of access and we need better infrastructure.
4. We struggle with conflicting goals – politics sometimes conflicts with the DSF mission.
  - a. Allocation disputes are contentious.
  - b. Board of Fisheries issues are political.
5. Eroding employee morale and low pay contribute to employee dissatisfaction.
6. There is a diversity of demands on a limited resource.

- a. Habitat is not being protected.
  - b. The habitat program is not being funded.
- 7. We need a tool for evaluating success in meeting our vision.
- 8. We lack sufficient staff to carry out projects.
  - a. We suffer from poor recruitment.
  - b. There is no incentive for training for leadership.
- 9. Regulations are complex, confusing and inconsistent, with too much emphasis on angler opportunity.
- 10. We face declining interest and participation in sport fishing.
- 11. The size of the state impacts our effectiveness.
  - a. It affects our funding.
  - b. It impacts demographics and politics.
- 12. Invasive species are a challenge.
- 13. The historic emphasis of anglers on harvest is a challenge.
- 14. Low productivity of some resident and marine species creates challenges to management.
- 15. A strong anti-government sentiment limits our credibility with some stakeholders.

**PARTICIPANTS:**

Dan Bosch, Debby Burwen, Jack Christiansen, Robert Clark, Paul Cyr, Fritz Kraus, Matthew Miller, Lisa Olson, Barry Stratton, Jamie Walker, Craig Whitmore, Mark Burch, Mike Dean, David Evans, Steve Fleishman, Kelly Hepler, Andy Hoffmann, Joe Klein, Joanne MacClellan, Jason Mouw, Dora Sigurdsson, Jeff Milton, Bob McFadden, Dan Dunaway, Scott Meyer, Nicky Szarzi, Len Schwarz, Rich Yanusz, Mark Gamblin, Bruce King, Tim McKinley

This summary prepared by:  
Walt Gasson  
Dynamic Solutions Group  
Northern Rockies Office  
10115 Wind Dancer Road  
Cheyenne, WY 82009  
307-635-8254  
Email: waltdsg@aol.com  
11/23/01